



We All Belong AmeriCorps* State Program

Hosted by the City of Burlington's Community and Economic Development Office

Vermont's population is becoming more diverse and reflective of a global citizenry. The We All Belong Program works with Burlington area non-profits, schools and city departments to help **create inclusive workplaces** and to offer more culturally competent **services, events and programming** for Burlington's increasingly diverse community. The City of Burlington seeks to address issues of race and gender inequity by making organizational shifts in programs and services. AmeriCorps* State members support these shifts by serving with a participating agency as a full or part-time volunteer.

Position Title: Cultural Competency Coordinator
LUND Family Center

Part Time Position

Description and Key Responsibilities:

Lund is a Vermont nonprofit serving approximately 3500 individuals annually. Lund helps children thrive by empowering families to break cycles of poverty, addiction and abuse. Lund offers hope and opportunity to families through education, treatment, family support and adoption.

The AmeriCorps member will primarily focus on assessing Lund's cultural competency and designing and implementing a plan to develop our agency and staff to be more culturally competent.

Responsibilities will include:

Serving on and actively working with the Diversity Committee

Developing and implementing an organizational assessment

Designing a multi-year action plan to implement change within Lund.

Explore cultural competency tools and examples of diversity and equity initiatives

Research tools, resources, and examples that help advance issues of racial justice locally

Facilitate dialogue about race, culture, social justice and how to bring theory into practice

Promote a better understanding between individual bias and systemic racism

Encourage collaboration, trust and connectedness within LUND staff and clients

Skills and Qualifications :

Knowledge about the community's ethnic and cultural diversity is necessary

Strong communication and interpersonal skills

Creativity and innovation: ability to see opportunities and develop new approaches for organizing across difference

Collaborative spirit: ability to lead and work as an integral part of a team of energetic and committed people

Self direction: ability to take initiative and be self-sufficient enthusiastic leader of change

Communications: skilled in speaking directly but sensitively about issues of race, class, gender, sexuality, and other aspects of diversity and oppression within an institutional framework

Cohesive value system that includes a nonjudgmental attitude regarding reproductive choice, parenting options and substance abusing clients

Displays a caring, responsive, and respectful attitude towards others.

Commitment to addressing dynamics of power, privilege and oppression on an individual and institutional level

Skilled at holding space for multiple perspectives and experiences in diverse settings such as one-on-one meetings and large multi-disciplinary team meetings and be a

Self-reflective, critical thinker, interested in giving and receiving feedback in the interests of professional growth and learning.

Half Time AmeriCorps positions are 900 hours of service from September 2015 thru August 2016. Member benefits include a \$6,641 living allowance and a \$2,865 Education Award (upon successful completion of service) that may be used for qualified educational expenses or payment of qualifying student loans. We All Belong AmeriCorps* members join a team of up to 20 other members, each serving in agencies and organizations across the Burlington, VT area.

If you need an accommodation please call 802-865-7516 or for more information on the program see our website:

<http://www.burlingtonvt.gov/CEDO/AmeriCorpsState-Program>

How to Apply

Send a resume, cover letter and two (2) references to Marcella Gange, Program Director. **Please send as one PDF document with email subject line listing the position title to** weallbelongvt@gmail.com